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Agenda item 141

REPORT OF THE SECRETARY-GENERAL ON THE ACTIVITIES OF THE OFFICE OF INTERNAL OVERSIGHT SERVICES

Report of the Fifth Committee

Rapporteur: Mr. Igor V. GOUMENNY (Ukraine)

I. INTRODUCTION

1. At its 3rd plenary meeting, on 20 September 1996, the General Assembly, on the recommendation of the General Committee, decided to include in the agenda of its fifty-first session the item entitled "Report of the Secretary-General on the activities of the Office of Internal Oversight Services" and to allocate it to the Fifth Committee.

2. The Fifth Committee considered the item at its 26th, 27th, 29th to 31st, 34th, 35th and 45th meetings, on 11, 13, 14, 19, 21 and 29 November and 2 and 16 December 1996. Statements and observations made in the course of the Committee's consideration of the item are reflected in the relevant summary records (A/C.5/51/SR.26, 27, 29-31, 34, 35 and 45).

3. For its consideration of the item, the Committee had before it the following documents:

(a) Note by the Secretary-General transmitting the report of the Office of Internal Oversight Services on the audit of procurement handled by the Contracts and Procurement Service of the Department for Development Support and Management Services (A/50/945);

(b) Note by the Secretary-General transmitting the report of the Office of Internal Oversight Services on the investigation of the alleged misappropriation of United Nations assets at the United Nations Gift Centre (A/50/1004);

(c) Note by the Secretary-General transmitting the report of the Office of Internal Oversight Services on the management audit of electronic mail at the United Nations Secretariat (A/50/1005);

(d) Note by the Secretary-General transmitting the report of the Office of Internal Oversight Services on the management audit of United Nations global cargo and motor vehicle insurance programmes (A/51/302);

(e) Note by the Secretary-General transmitting the report of the Office of Internal Oversight Services on the review of the management structure of the civilian component of the United Nations Peace Forces (A/51/305);

(f) Note by the Secretary-General transmitting the annual report of the Office of Internal Oversight Services (A/51/432);

(g) Note by the Secretary-General transmitting the report of the Office of Internal Oversight Services on the investigation into the United Nations access control system (A/51/467);

(h) Note by the Secretary-General transmitting the report of the Office of Internal Oversight Services on the investigation into seminars of the Special Committee on the Situation with regard to the Implementation of the Declaration on the Granting of Independence to Colonial Countries and Peoples (A/51/486);

(i) Note by the Secretary-General transmitting the comments of the Joint Inspection Unit on final reports produced by the Office of Internal Oversight Services (A/51/530 and Corr.1).

II. CONSIDERATION OF DRAFT DECISION A/C.5/51/L.19

4. At its 45th meeting, on 16 December, the Committee had before it a draft decision entitled "Report of the Secretary-General on the activities of the Office of Internal Oversight Services" (A/C.5/51/L.19), which had been submitted by the Chairman.

5. At the same meeting, the Committee adopted draft decision A/C.5/51/L.19 without a vote (see para. 6).

III. RECOMMENDATION OF THE FIFTH COMMITTEE

6. The Fifth Committee recommends to the General Assembly the adoption of the following draft decision:

Report of the Secretary-General on the activities of the Office of Internal Oversight Services

The General Assembly:

(a) Decides to continue consideration of the annual report of the Secretary-General on the activities of the Office of Internal Oversight Services[1] during its resumed fifty-first session;

(b) Reaffirms its decision in paragraph 2 of its resolution 50/239 of 7 June 1996 that the reports of the Office of Internal Oversight Services[2] should be considered under the relevant items of the agenda.

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[1] A/51/432.

[2] A/50/945, A/50/1004, A/50/1005, A/51/302, A/51/305, A/51/467 and A/51/486.

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PATTERN OF CONFERENCES

Report of the Fifth Committee

Rapporteur: Mr. Igor V. GOUMENNY (Ukraine)

I. INTRODUCTION

1. At its 3rd plenary meeting, on 20 September 1996, the General Assembly, on the recommendation of the General Committee, decided to include in the agenda of its fifty-first session the item entitled "Pattern of conferences" and to allocate it to the Fifth Committee.

2. The Fifth Committee considered the item at its 7th, 8th, 10th, 13th, 15th, 17th and 46th meetings, on 15, 16, 21, 24, 29 and 31 October and 17 December 1996. Statements and observations made in the course of the Committee's consideration of the item are reflected in the relevant summary records (A/C.5/51/SR.7, 8, 10, 13, 15, 17 and 46).

3. For its consideration of the item, the Committee had before it the following documents:

(a) Report of the Committee on Conferences;[1]

(b) Report of the Secretary-General on measures to enhance the utilization of conference-servicing resources (A/51/253);

(c) Report of the Secretary-General on control and limitation of documentation: implementation of General Assembly resolution 50/206 (A/51/268);

[1] Official Records of the General Assembly, Fifty-first Session, Supplement No. 32 and corrigendum and addendum (A/51/32 and Corr.1 and Add.1).

(d) Letter dated 19 April 1996 from the Permanent Representative of Cuba to the United Nations addressed to the Secretary-General (A/51/125);

(e) Letter dated 6 September 1996 from the Chairman of the Committee on Conferences addressed to the President of the General Assembly (A/51/337);

(f) Letter dated 9 December 1996 from the Chairman of the Committee on Conferences addressed to the President of the General Assembly (A/51/721);

(g) Note by the Secretariat on meetings additional to the approved calendar of conferences and meetings for the biennium 1996-1997 (A/C.5/51/22 and Add.1 and 2).

II. CONSIDERATION OF DRAFT RESOLUTION A/C.5/51/L.17

4. At the 46th meeting, on 17 December 1996, the representative of Bangladesh introduced a draft resolution entitled "Pattern of conferences" (A/C.5/51/L.17), submitted by the Chairman on the basis of informal consultations.

5. At the same meeting, the Committee adopted draft resolution A/C.5/51/L.17 without a vote (see para. 7).

6. Before the adoption of the draft resolution statements were made by the representative of Mexico and the representative of the Secretariat. After the adoption of the draft resolution, statements in explanation of position were made by the representatives of the United States of America, the United Kingdom of Great Britain and Northern Ireland, Belgium and Japan. The representative of the Secretariat also made a statement (see A/C.5/51/SR.46).

III. RECOMMENDATION OF THE FIFTH COMMITTEE

7. The Fifth Committee recommends to the General Assembly the adoption of the following draft resolution:

Pattern of conferences

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The General Assembly,

Having considered the report of the Committee on Conferences,[2]

Recalling its relevant resolutions, including resolutions 40/243 of 18 December 1985, 43/222 B of 21 December 1988, 47/202 A to D of

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[2] Official Records of the General Assembly, Fifty-first Session, Supplement No. 32 and corrigendum and addendum (A/51/32 and Corr.1 and Add.1).

22 December 1992, 48/222 A and B of 23 December 1993, 49/221 A to D of 23 December 1994 and 50/206 A to F of 23 December 1995,

1. Notes with appreciation the work and the report of the Committee on Conferences;

2. Approves the draft revised calendar of conferences and meetings of the United Nations for 1997 as submitted[3] and amended by the Committee on Conferences,[4] subject to the provisions of the present resolution;

3. Authorizes the Committee on Conferences to make adjustments in the calendar of conferences and meetings for 1997 that may become necessary as a result of actions and decisions taken by the General Assembly at its fifty-first session;

4. Requests the Secretary-General to provide all the conference services required as a result of decisions taken by the General Assembly at its fifty-first session, taking into account, as necessary, the procedures established in Assembly resolutions 41/213 of 19 December 1986 and 42/211 of 21 December 1987;

5. Also requests the Secretary-General to include in the list of official holidays of the United Nations Eid Al-Fitr and Eid Al-Adha;

6. Decides that no United Nations meetings shall be held on Eid Al-Fitr and Eid Al-Adha, which occur in 1997 on 10 February and 17 April, respectively, and requests the Secretary-General to make the necessary arrangements to ensure strict implementation of this decision when preparing all future draft calendars of conferences and meetings of the United Nations;

7. Decides also that requests for waivers to the headquarters rule contained in General Assembly resolution 40/243 shall be reviewed by the Committee on Conferences prior to consideration by the Assembly;

8. Invites all its subsidiary bodies that are authorized to meet away from their established headquarters to review, in the interest of improved efficiency and cost-effectiveness, the exception to the headquarters rule in the light of the current situation of their work, and to make recommendations thereon, through the Committee on Conferences, to the General Assembly at its fifty-second session;

9. Invites the Economic and Social Council to request all its subsidiary bodies to carry out the review referred to in paragraph 8 above;

10. Requests the bodies that have not fully utilized their meeting entitlements, including the duration of their sessions, to review their meeting entitlements and to report the results of their review to the General Assembly through the Committee on Conferences;

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[3] Ibid., Supplement No. 32 and corrigendum (A/51/32 and Corr.1), annex.

[4] Ibid., Supplement No. 32, addendum (A/51/32/Add.1).

11. Expresses concern that the overall and average factors for utilization of conference services have fallen further and were below the established benchmark figure of 80 per cent in 1995;

12. Reiterates its request to the Committee on Conferences, in consultation with the organs concerned, to examine the cases where the utilization factor is lower than the established benchmark figure for at least three sessions, with a view to reporting on problems and factors that have given rise to such a situation, and to make appropriate recommendations in order to achieve the optimum utilization of conference-servicing resources;

13. Expresses concern about underutilization of conference facilities at duty stations outside Headquarters, and emphasizes the need to make the most effective use possible of such facilities;

14. Endorses the initiatives taken by the Chairman of the Committee on Conferences with a view to assisting bodies to achieve the optimum utilization of conference-servicing resources and, to that effect, to assess realistically their need for such resources;

15. Requests the Secretary-General to ensure closer cooperation between Headquarters, the United Nations Office at Geneva, the United Nations Office at Vienna and the United Nations Office at Nairobi in order to improve the coordination of conference services;

16. Requests the Secretariat to engage, on a regular basis, in an active dialogue with Member States as a permanent feature at Headquarters, as well as at the United Nations Office at Geneva, the United Nations Office at Vienna and the United Nations Office at Nairobi, in order to improve the coordination of conference services;

17. Expresses concern that 35 per cent of requests were denied for interpretation services for meetings of regional and other major groupings of Member States, in view of the importance of these meetings for the smooth functioning of sessional bodies, while recognizing that meetings of Charter and mandated bodies must be serviced as a priority;

18. Urges intergovernmental bodies to spare no effort at the planning stage to take into account meetings of regional and other major groupings of Member States, to make provision for such meetings in their programme of work and to notify Conference Services well in advance of any cancellations so that unutilized conference-servicing resources may, to the extent possible, be reassigned to meetings of regional and other major groupings of States;

19. Reiterates its request to the Secretary-General to provide, within the resources requested for conference services for the biennium 1998-1999, interpretation services for meetings of regional and other major groupings of Member States upon request by those groupings, taking into account the priority due to meetings included in the calendar of conferences and meetings, and to submit a report on the implementation of this decision to the General Assembly at its fifty-second session through the Committee on Conferences;

20. Reaffirms that in the use of conference rooms priority should be given to meetings of Member States;

21. Decides that bodies which accept invitations to convene conferences and meetings in host countries should be kept informed, as appropriate, of the progress made in negotiating the host country agreement in the course of preparations for such a conference or meeting, with a view to encouraging the timely conclusion of such an agreement before the conference or meeting takes place.

B

The General Assembly,

Recalling its resolutions on the control and limitation of documentation, including resolutions 47/202 B of 22 December 1992, 48/222 B of 23 December 1993, 49/221 B of 23 December 1994 and 50/206 B and 50/206 C of 23 December 1995,

1. Takes note of the report of the Secretary-General;[5]

2. Requests the Secretary-General to continue to invite Member States to review their document requirements in order to identify the number and types of documents with a view to reducing, where possible, the number and types of documents requested;

3. Also requests the Secretary-General to review the internal requirements of the Secretariat in order to avoid a surplus of documents provided in the Secretariat;

4. Notes that only two intergovernmental bodies have taken positive action in response to paragraphs 6, 7 and 8 of resolution 50/206 C;

5. Reiterates its recommendations on control and limitation of documentation made to intergovernmental bodies in resolution 50/206 C, and requests intergovernmental bodies to report to it through the Committee on Conferences on measures taken to implement that resolution;

6. Requests the Committee on the Peaceful Uses of Outer Space to continue to keep it informed, through the Committee on Conferences, of its experience with the use of unedited transcripts;

7. Takes note of the decision of the Committee on Conferences contained in paragraph 89 of its report,[6] and requests the Committee to report to the General Assembly at its fifty-second session on the implementation of that decision;

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[5] A/51/268.

[6] Official Records of the General Assembly, Fifty-first Session, Supplement No. 32 and corrigendum (A/51/32 and Corr.1).

8. Stresses once again the need for strict compliance with the existing limits of 24 pages for documents originating in the Secretariat and 32 pages for reports of subsidiary bodies;

9. Requests the Secretary-General to submit, every two years through the Committee on Conferences, updated information on the number and length of documents;

10. Also requests the Secretary-General, to the extent possible, to inform bodies, at the time they request reports, whether the documents can be produced within established page limits;

11. Further requests the Secretary-General to pursue his efforts to improve the quality in the substance and presentation of documentation, applying new publishing techniques to enhance readability and reduce consumption of paper;

12. Reiterates its request to the Secretary-General to ensure that documentation is available in accordance with the six-week rule for the distribution of documents, simultaneously in each of the six official languages of the United Nations;

13. Reaffirms its decision that, should a report be issued late, the reasons for the delay should be indicated when the report is introduced;

14. Reiterates its request to the Joint Inspection Unit to conduct a comprehensive survey of the role publications play in implementing mandates of intergovernmental bodies and the extent to which recurrent publications could be made more cost-effective in this regard, and to submit a report on this matter no later than the end of the fifty-first session.

C

The General Assembly,

Recalling its resolution 50/206 D of 23 December 1995,

Stressing the need to provide Member States and United Nations bodies with more comprehensive and accurate information on the costs of meetings and documentation,

Noting that the introduction of new technologies enhances the quality, cost-effectiveness and efficiency of conference services,

Stressing the importance of equal access to, and benefit from, the optical disk system and other new technologies in all six official languages by all Member States and the need to overcome the difficulties faced by some Member States, in particular developing countries, in acquiring the technology to access the optical disk system, as well as other available technologies,

Welcoming the actions taken by the Ad Hoc Open-ended Working Group on Informatics of the Economic and Social Council to expand and improve

connectivity between United Nations databases and those of Member States, including through their permanent missions, and the training programmes initiated to that end,

Appreciating the relevance of these actions as part of the effort to increase efficiency and to decrease costs,

1. Strongly urges the Secretary-General, as a matter of priority, to develop the cost-accounting system for conference services no later than the substantive session of the Committee on Conferences, having recourse to voluntary and internal expertise within the United Nations system;

2. Requests the Secretary-General to report through the Committee on Conferences to each subsidiary organ of the General Assembly and the Economic and Social Council on the cost of conference services it utilized in the year concluded in order to enable those organs to plan more effectively;

3. Decides that, in the absence of a General Assembly decision to the contrary, the use of such technologies as the optical disk system and the Internet shall not constitute an alternative to traditional documents;

4. Strongly urges the Secretary-General, as a matter of priority, to provide proposals to the Fifth Committee at the first part of the resumed fifty-first session, in accordance with paragraph 3 of Assembly resolution 50/206 D, on facilitating access by developing countries to the optical disk system in all six official languages, taking into account the possible savings from reduced copying and distribution costs;

5. Requests the Secretary-General to ensure that the texts of all new public documents, in all six official languages, and information materials of the United Nations are made available through the United Nations Web site daily and are accessible to Member States without delay;

6. Also requests the Secretary-General to complete the task of uploading all important older United Nations documents on the United Nations Web site on a priority basis, so that these archives are also available to Member States through that medium.

D

The General Assembly,

Recalling its resolutions 49/221 C of 23 December 1994 and 50/206 E of 23 December 1995,

1. Notes the efforts made by the translation services to improve the quality of translation of documents in all six official languages of the Organization, and encourages those services to continue to spare no effort to that end and to continue to report to the Committee on Conferences on additional efforts made in this regard;

2. Requests the Secretary-General to pay due attention to the rules of management in translation-related matters.

E

The General Assembly,

Reaffirming its resolutions 49/221 D of 23 December 1994 and 50/206 F of 23 December 1995,

Expresses its appreciation once again to the Secretary-General and the Secretariat for the proper and timely implementation of resolutions 49/221 D and 50/206 F.

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A

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FINANCING OF THE INTERNATIONAL TRIBUNAL FOR THE PROSECUTION OF PERSONS RESPONSIBLE FOR SERIOUS VIOLATIONS OF INTERNATIONAL HUMANITARIAN LAW COMMITTED IN THE TERRITORY OF THE FORMER YUGOSLAVIA SINCE 1991

Report of the Fifth Committee

Rapporteur: Mr. Igor V. GOUMENNY (Ukraine)

I. INTRODUCTION

1. At its 3rd plenary meeting, on 20 September 1996, the General Assembly, on the recommendation of the General Committee, decided to include in the agenda of its fifty-first session the item entitled "Financing of the International Tribunal for the Prosecution of Persons Responsible for Serious Violations of International Humanitarian Law Committed in the Territory of the Former Yugoslavia since 1991" and to allocate it to the Fifth Committee.

2. The Fifth Committee considered the item at its 39th, 41st and 46th meetings, on 11, 12 and 17 December 1996. Statements and observations made in the course of the Committee's consideration of the item are reflected in the relevant summary records (A/C.5/51/SR.39, 41 and 46).

3. For its consideration of the item, the Committee had before it the report of the Secretary-General on the financing of the International Tribunal for the Prosecution of Persons Responsible for Serious Violations of International Humanitarian Law Committed in the Territory of the Former Yugoslavia since 1991 (A/C.5/51/30) and the related report of the Advisory Committee on Administrative and Budgetary Questions (A/51/7/Add.5).

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II. CONSIDERATION OF DRAFT RESOLUTION A/C.5/51/L.22

4. At the 46th meeting, on 17 December, the Chairman of the Committee introduced a draft resolution entitled "Financing of the International Tribunal for the Prosecution of Persons Responsible for Serious Violations of International Humanitarian Law Committed in the Territory of the Former Yugoslavia since 1991" (A/C.5/51/L.22).

5. At the same meeting, the Committee adopted draft resolution A/C.5/51/L.22 without a vote (see para. 6).

III. RECOMMENDATION OF THE FIFTH COMMITTEE

6. The Fifth Committee recommends to the General Assembly the adoption of the following draft resolution:

Financing of the International Tribunal for the Prosecution of Persons Responsible for Serious Violations of International Humanitarian Law Committed in the Territory of the Former Yugoslavia since 1991

The General Assembly,

Having considered the report of the Secretary-General on the financing of the International Tribunal for the Prosecution of Persons Responsible for Serious Violations of International Humanitarian Law Committed in the Territory of the Former Yugoslavia since 1991[1] and the related report of the Advisory Committee on Administrative and Budgetary Questions,[2]

Recalling its resolution 50/212 C of 7 June 1996, by which it requested the Secretary-General to entrust the Office of Internal Oversight Services to undertake, without prejudice to its programme of work, an inspection of the International Tribunal, with a view to identifying problems and recommending measures to enhance the efficient utilization of resources, and to report thereon to the General Assembly at its fifty-first session,

Noting that the Secretary-General intends to submit revised budget proposals for 1997 following the finalization at the end of 1996 of the report of the Office of Internal Oversight Services,

1. Endorses the observations and recommendations contained in the report of the Advisory Committee on Administrative and Budgetary Questions,[2] subject to the provisions of the present resolution;

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[1] A/C.5/51/30.

[2] A/51/7/Add.5.

2. Requests the Secretary-General to include in his revised budget proposals detailed explanations regarding the rental conditions of office and parking space referred to in paragraph 89 of his report[1] and the efforts to find sub-tenants for the available office and parking space, taking into account paragraph 10 of resolution 48/251 of 14 April 1994;

3. Decides to appropriate to the Special Account for the International Tribunal for the Prosecution of Persons Responsible for Serious Violations of International Humanitarian Law Committed in the Territory of the Former Yugoslavia since 1991 a total amount of 23,655,600 United States dollars gross (21,146,900 dollars net) for the period from 1 January to 30 June 1997;

4. Decides also that the appropriation for the period from 1 January to 30 June 1997 under the Special Account referred to in paragraph 3 above shall be financed according to the methodology established by the General Assembly in its resolution 19/242 B of 20 July 1995, taking into account the anticipated availability of an unencumbered balance of 5 million dollars for 1996, as detailed in the annex to the present resolution;

5. Decides further that Member States shall waive their respective shares in the remaining credits arising from previous budgets of the United Nations Protection Force in the amount of 9,327,800 dollars gross (8,073,450 dollars net), to be transferred to the Special Account for the International Tribunal from the Special Account for the United Nations Protection Force established pursuant to General Assembly resolution 46/233 of 19 March 1992;

6. Decides to apportion the amount of 9,327,800 dollars gross (8,073,450 dollars net) among Member States in accordance with the scale of assessments for the year 1997;

7. Decides also that, in accordance with the provisions of its resolution 973 (X) of 15 December 1955, there shall be set off against the apportionment among Member States, as provided for in paragraph 6 above, their respective share in the Tax Equalization Fund of the estimated staff assessment income of 1,254,350 dollars approved for the International Tribunal for the period from 1 January to 30 June 1997;

8. Decides further to revert to the consideration of the financing of the International Tribunal for the year 1997 at the first part of its resumed fifty-first session in 1997 on the basis of the revised budget proposals to be submitted by the Secretary-General and the report of the Office of Internal Oversight Services to be submitted to the General Assembly, which was requested with a view to identifying problems and recommending measures to enhance the efficient utilization of resources.

ANNEX

Financing of the International Tribunal for the Prosecution of Persons Responsible for Serious Violations of International Humanitarian Law Committed in the Territory of the Former Yugoslavia since 1991

		Gross	Net
		(United States dollars)	
Initial appropriations for the period from 1 January to 30 June 1997		23 655 600	21 146 900
LESS:	Estimated 1996 unencumbered balance	(5 000 000)	(5 000 000)
BALANCE:	1 January-30 June 1997 (appropriation to be assessed for January-June)	18 655 600	16 146 900
	Of which: United Nations Protection Force[a]	9 327 800	8 073 450
	Assessed amounts[b]	9 327 800	8 073 450

[a] Refers to the credits arising from previous budgets of the United Nations Protection Force.

[b] Refers to the contributions assessed on Member States in accordance with the scale of assessments for the year 1997.

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A

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FINANCING OF THE INTERNATIONAL CRIMINAL TRIBUNAL FOR THE PROSECUTION OF PERSONS RESPONSIBLE FOR GENOCIDE AND OTHER SERIOUS VIOLATIONS OF INTERNATIONAL HUMANITARIAN LAW COMMITTED IN THE TERRITORY OF RWANDA AND RWANDAN CITIZENS RESPONSIBLE FOR GENOCIDE AND OTHER SUCH VIOLATIONS COMMITTED IN THE TERRITORY OF NEIGHBOURING STATES BETWEEN 1 JANUARY AND 31 DECEMBER 1994

Report of the Fifth Committee

Rapporteur: Mr. Igor V. GOUMENNY (Ukraine)

I. INTRODUCTION

1. At its 3rd plenary meeting, on 20 September 1996, the General Assembly, on the recommendation of the General Committee, decided to include in the agenda of its fifty-first session the item entitled "Financing of the International Criminal Tribunal for the Prosecution of Persons Responsible for Genocide and Other Serious Violations of International Humanitarian Law Committed in the Territory of Rwanda and Rwandan Citizens Responsible for Genocide and Other Such Violations Committed in the Territory of Neighbouring States between 1 January and 31 December 1994" and to allocate it to the Fifth Committee.

2. The Fifth Committee considered the item at its 39th, 41st and 46th meetings, on 11, 12 and 17 December 1996. Statements and observations made in the course of the discussion of the item are reflected in the relevant summary records (A/C.5/51/SR.39, 41 and 46).

3. For its consideration of the item, the Committee had before it the report of the Secretary-General on the financing of the International Criminal Tribunal for Rwanda (A/C.5/51/29 and Corr.1) and the related report of the Advisory Committee on Administrative and Budgetary Questions (A/51/7/Add.5).

II. CONSIDERATION OF DRAFT RESOLUTION A/C.5/51/L.23

4. At the 46th meeting, on 17 December, the Chairman of the Committee introduced draft resolution A/C.5/51/L.23.

5. At the same meeting, the Committee adopted draft resolution A/C.5/51/L.23 without a vote (see para. 6).

III. RECOMMENDATION OF THE FIFTH COMMITTEE

6. The Fifth Committee recommends to the General Assembly the adoption of the following draft resolution:

Financing of the International Criminal Tribunal for the Prosecution of Persons Responsible for Genocide and Other Serious Violations of International Humanitarian Law Committed in the Territory of Rwanda and Rwandan Citizens Responsible for Genocide and Other Such Violations Committed in the Territory of Neighbouring States between 1 January and 31 December 1994

The General Assembly,

Having considered the report of the Secretary-General on the financing of the International Criminal Tribunal for the Prosecution of Persons Responsible for Genocide and Other Serious Violations of International Humanitarian Law Committed in the Territory of Rwanda and Rwandan Citizens Responsible for Genocide and Other Such Violations Committed in the Territory of Neighbouring States between 1 January and 31 December 1994[1] and the related report of the Advisory Committee on Administrative and Budgetary Questions,[2]

Recalling its resolution 50/213 C of 7 June 1996, by which it requested the Secretary-General to entrust the Office of Internal Oversight Services to undertake, without prejudice to its programme of work, an inspection of the International Tribunal for Rwanda, with a view to identifying problems and recommending measures to enhance the efficient utilization of resources, and to report thereon to the General Assembly at its fifty-first session,

Noting that the Secretary-General intends to submit revised 1997 budget proposals following finalization at the end of 1996 of the report of the Office of Internal Oversight Services,

1. Endorses the observations and recommendations of the report of the Advisory Committee on Administrative and Budgetary Questions,[2] subject to the provisions of the present resolution;

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[1] A/C.5/51/29 and Corr.1.

[2] A/51/7/Add.5.

2. Decides to appropriate to the Special Account for the International Criminal Tribunal for the Prosecution of Persons Responsible for Genocide and Other Serious Violations of International Humanitarian Law Committed in the Territory of Rwanda and Rwandan Citizens Responsible for Genocide and Other Such Violations Committed in the Territory of Neighbouring States between 1 January and 31 December 1994 a total amount of 23,114,950 United States dollars gross (20,871,100 dollars net) for the period from 1 January to 30 June 1997;

3. Decides also that the appropriation for the period from 1 January to 30 June 1997 under the Special Account referred to in paragraph 2 above shall be financed according to the methodology established by the General Assembly in its resolution 49/251 of 20 July 1995, after taking into account the anticipated availability of an unencumbered balance of 12 million dollars for 1996, as detailed in the annex to the present resolution;

4. Decides further that Member States shall waive their respective shares in the remaining credits arising from previous budgets of the United Nations Assistance Mission for Rwanda in the amount of 5,557,475 dollars gross (4,435,550 dollars net), to be transferred to the Special Account for the International Tribunal for Rwanda from the Special Account established for the United Nations Assistance Mission for Rwanda;

5. Decides to apportion the amount of 5,557,475 dollars gross (4,435,550 dollars net) among Member States in accordance with the scale of assessments for the year 1997;

6. Decides also that, in accordance with the provisions of its resolution 973 (X) of 15 December 1955, there shall be set off against the apportionment among Member States, as provided in paragraph 5 above, their respective share in the Tax Equalization Fund of the estimated staff assessment income of 1,121,925 dollars approved for the International Tribunal for Rwanda for the period from 1 January to 30 June 1997;

7. Decides further to revert to the consideration of the financing of the International Tribunal for Rwanda for the year 1997 at the first part of its resumed fifty-first session in 1997 on the basis of the revised budgetary estimates to be proposed by the Secretary-General and the report of the Office of Internal Oversight Services to be submitted to the General Assembly, which was requested with a view to identifying problems and recommending measures to enhance the efficient utilization of resources.

ANNEX

Financing of the International Criminal Tribunal for the Prosecution of Persons Responsible for Genocide and Other Serious Violations of International Humanitarian Law Committed in the Territory of Rwanda and Rwandan Citizens Responsible for Genocide and Other Such Violations Committed in the Territory of Neighbouring States between 1 January and 31 December 1994

		Gross	Net
		(United States dollars)	
Initial appropriations for the period from 1 January to 30 June 1997		23 114 950	20 871 100
LESS:	Estimated 1996 unencumbered balance	(12 000 000)	(12 000 000)
BALANCE:	1 January-30 June 1997 (appropriation to be assessed for January-June)	11 114 950	8 871 100
	Of which: United Nations Assistance Mission for Rwanda[a]	5 557 475	4 435 550
	Assessed amounts[b]	5 557 475	4 435 550

[a] Refers to the credits arising from previous budgets of the United Nations Assistance Mission for Rwanda.

[b] Refers to the contributions assessed on Member States in accordance with the scale of assessments for the year 1997.

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NATIONS

A

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Agenda item 121

UNITED NATIONS COMMON SYSTEM

Report of the Fifth Committee

Rapporteur: Mr. Igor GOUMENNY (Ukraine)

I. INTRODUCTION

1. At its 3rd meeting, on 20 September 1996, the General Assembly, on the recommendation of the General Committee, decided to include in the agenda of the fifty-first session the item entitled "United Nations common system" and to allocate it to the Fifth Committee.

2. The Fifth Committee considered the item at its 32nd to 34th, 36th, 37th, 39th and 46th meetings, on 25, 27 and 29 November and 4, 6, 11 and 17 December 1996. Statements and observations made in the course of the Committee's discussion of the item are reflected in the relevant summary records (A/C.5/51/SR.32-34, 36, 37, 39 and 46).

3. For its consideration of the item, the Committee had before it the following documents:

(a) Report of the International Civil Service Commission for the year 1996 (A/51/30);[1]

(b) Statement submitted by the Secretary-General on the administrative and financial implications of the decisions and recommendations contained in the report of the International Civil Service Commission (A/C.5/51/24);

[1] Official Records of the General Assembly, Fifty-first Session, Supplement No. 30 (A/51/30).

(c) Note by the Secretary-General transmitting a statement adopted by the Administrative Committee on Coordination at its second regular session of 1996 (A/C.5/51/25 and Corr.1).

4. At the 32nd meeting, on 25 November 1996, the Chairman of the International Civil Service Commission introduced the annual report of the Commission (see A/C.5/51/SR.32).

II. CONSIDERATION OF DRAFT RESOLUTION A/C.5/51/L.35

5. At the 46th meeting, on 17 December 1996, the representative of New Zealand introduced a draft resolution entitled "United Nations common system: report of the International Civil Service Commission" (A/C.5/51/L.35), submitted by the Chairman of the Committee on the basis of informal consultations.

6. At the same meeting, the Committee adopted draft resolution A/C.5/51/L.35 (see para. 7 below).

III. RECOMMENDATION OF THE FIFTH COMMITTEE

7. The Fifth Committee recommends to the General Assembly the adoption of the following draft resolution:

United Nations common system: report of the International Civil Service Commission

The General Assembly,

Having considered the twenty-second annual report of the International Civil Service Commission[2] and other related reports,[3]

Reaffirming its commitment to a single, unified United Nations common system as the cornerstone for the regulation and coordination of the conditions of service of the United Nations common system,

Reaffirming the central role of the Commission in the regulation and coordination of the conditions of service of the United Nations common system,

Taking note of the statement of the Administrative Committee on Coordination and of the introductory statement of the Secretary-General regarding the report of the Commission,

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[2] Official Records of the General Assembly, Fifty-first Session, Supplement No. 30 (A/51/30).

[3] A/50/30 and Add.1, A/C.5/51/24 and A/C.5/51/25 and Corr.1.

I

CONDITIONS OF SERVICE OF THE PROFESSIONAL AND HIGHER CATEGORIES

A. Examination of the Noblemaire principle and its application

Recalling its resolutions[4] related to the study of all aspects of the application of the Noblemaire principle,

Recalling also section I.B of its resolution 44/198 of 21 December 1989, by which it reaffirmed that the Noblemaire principle should continue to serve as the basis of comparison between United Nations emoluments and those of the highest-paying national civil service,

Recalling further section I.A of its resolution 50/208 of 23 December 1995, by which it decided to defer consideration of the Noblemaire principle and its application and requested the Commission to review the recommendations and conclusions contained in chapter III.A of its twenty-first annual report,[5] to take into account the views expressed by Member States at its fiftieth session, in particular regarding the appropriateness of the reduction of dominance and the treatment of bonuses in determining net remuneration comparisons,

1. Reconfirms the continued application of the Noblemaire principle;

2. Reaffirms the need to continue to ensure the competitiveness of the conditions of service of the United Nations common system;

B. Comparator

1. Takes note of the further steps taken by the Commission to complete its study to identify the highest paid national civil service as outlined in paragraph 47 of the addendum to its twenty-first annual report;[6]

2. Decides to consider at its fifty-second session the report of the Commission as contained in paragraphs 33 to 47 of the addendum to its twenty-first annual report;

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[4] Resolution 46/191 A, sects. IV and VI; resolution 47/216, sect. II.C; resolution 48/224, sect. II.A and B; and resolution 49/223, sect. III.A.

[5] A/50/30. To be issued in final form as Official Records of the General Assembly, Fiftieth Session, Supplement No. 30 (A/50/30).

[6] A/50/30/Add.1.

C. Margin considerations and base/floor salary scale

Recalling that in the past the General Assembly had requested the Commission to make recommendations on the net remuneration margin methodology and that the Assembly has taken decisions in this regard,

Recalling also that by its resolution 44/198, section I.C, paragraph 3, it had endorsed the methodological approach for the calculation of the net remuneration margin as outlined in paragraph 173 (d) of volume II of the fifteenth annual report of the Commission,[7]

Recalling further section VIII of its resolution 46/191 A of 20 December 1991, by which the Commission was invited to pursue as a matter of priority its review of merit systems and performance appraisal in the common system as a vehicle for enhancing productivity and cost-effectiveness, as well as section VII of its resolution 49/223 of 23 December 1994,

1. Decides that the net remuneration margin methodology without the modifications in paragraph 119 (b) (ii) and (iii) of the Commission's twenty-first annual report[5] should continue to apply;

2. Reaffirms that the range of 110 to 120, with a desirable mid-point of 115, for the margin between net remuneration of officials in the Professional and higher categories of the United Nations in New York and officials in comparable positions in the United States federal civil service should continue to apply, on the understanding that the margin would be maintained at a level around the desirable mid-point of 115 over a period of time;

3. Notes that the margin between net remuneration of officials in the Professional and higher categories of the United Nations in New York and that of officials in comparable positions in the United States federal civil service for 1996, on the basis of its decision in paragraph 1 above, is 114.6;

4. Approves, with effect from 1 January 1997, the revised scale of gross and net salaries for staff in the Professional and higher categories contained in annex I to the present resolution and the consequential amendment to the Staff Regulations of the United Nations, as reflected in annex II to the present resolution;

5. Reiterates its request contained in section I.A., paragraph 4, of its resolution 50/208 that organizations should collect data to substantiate any problems with recruitment and retention difficulties faced by some organizations in respect of certain specialized occupations, and that the Commission should make recommendations for the implementation of special occupational rates as appropriate;

6. Requests the Secretary-General of the United Nations to make operational proposals to the General Assembly by 1 October 1997 on the

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[7] Official Records of the General Assembly, Forty-fourth Session, Supplement No. 30 (A/44/30), vol. II.

possibility of introducing a system of performance awards or bonuses, in the context of the performance appraisal system, to a limited number of staff in recognition of their outstanding performance and specific achievements in a given year, for consideration by the General Assembly at its fifty-second session;

7. Invites the executive heads of the organizations of the common system to develop and submit proposals, as a matter of priority, to their relevant intergovernmental bodies on the possibility of introducing performance awards or bonuses to a limited number of staff in recognition of their outstanding performance and specific achievements in a given year, and to coordinate, to the extent possible, these proposals with those developed by the Secretary-General;

8. Requests the Commission to provide general comments on the concept of performance awards and bonuses to the General Assembly at its fifty-second session;

D. Supplementary payments

Recalling the resolutions adopted by the General Assembly at its forty-fifth session regarding the decisions of the Commission with respect to the practice of some Member States of making supplementary payments with respect to their nationals, and recalling also the affirmation by the Commission that such arrangements are unnecessary, inappropriate and undesirable, and are inconsistent with the staff regulations of the organizations,

1. Requests the Secretary-General of the United Nations and the executive heads of the organizations of the common system to take such measures and make such proposals as they consider appropriate in order to end such practices;

2. Requests all organizations to issue or reissue, as appropriate, instructions to staff regarding the unacceptability of receiving supplementary payments;

3. Invites Member States to discontinue such practices;

E. Post adjustment matters

Recalling its request in section II.G of its resolution 48/224 of 23 December 1993, regarding place-to-place surveys conducted at headquarters duty stations,

Recalling also its request in section I.B, paragraph 3, of its resolution 50/208, regarding the operation of the post adjustment system, the examination of the system by the working group on post adjustment [including, inter alia, the identification of elements of pay, expenditures, that should not be indexed for local price charges, the evaluation of out-of-area expenditures as part of pay and the study of the appropriateness of applying the out-of-area index to some of those elements],

Recalling further its request in section I.B, paragraph 2, of its resolution 50/208, regarding the establishment in 1996, in respect of staff members whose duty station is Geneva, of a single post adjustment index which is fully representative of the cost of living of all staff working in the duty station and which ensures equality of treatment with staff in other headquarters duty stations,

1. Endorses the Commission's decision regarding the out-of-area expenditure weights as contained in paragraph 188 of its report,[2] and requests the Commission to continue to monitor this issue and to report to the General Assembly as appropriate;

2. Notes the introduction, with effect from 1 March 1997, of minimum out-of-area expenditure weights in the calculation of post adjustment indices as contained in paragraph 188 of the report of the Commission;

3. Reiterates its request to the Commission urgently to complete its study regarding the methodology for establishing a single post adjustment index for Geneva, and to complete the study needed to implement the single post adjustment at the earliest date, and no later than 1 January 1998;

4. Requests the Commission to review further all the issues relating to the post adjustment system, inter alia, those listed in paragraph 3 of section I.B of resolution 50/208, and to report thereon to the General Assembly at its fifty-third session;

F. Dependency allowances

Recalling paragraph 2 of section II.F of its resolution 47/216 of 23 December 1992, in which it noted that the Commission would review the level of dependency allowances every two years,

Noting the Commission's review of dependency allowances, reflecting relevant changes in tax abatement and social legislation at the seven headquarters duty stations since 1993,

1. Approves, with effect from 1 January 1997, an increase of 7.98 per cent in the children's allowance (including that for disabled children) and secondary dependant's allowance;

2. Takes note of the updated list of hard currency duty stations for which the allowances are specified in local currency, as contained in annex X to the report of the Commission;[2]

II

GENERAL SERVICE AND OTHER LOCALLY RECRUITED CATEGORIES

Recalling that, in section XIV of its resolution 45/241 of 2 December 1990, the General Assembly had requested the Commission to consider, inter alia, the

relativities between the terms and conditions of service of staff in the Professional and higher categories and those in other categories,

Recalling also section III, paragraph 1, of its resolution 47/216, in which it endorsed the reaffirmation by the Commission of the Flemming principle as the basis for determining the conditions of service of the General Service and related categories,

1. Notes the preparations undertaken for the 1997 review of the methodologies for the surveys of best-prevailing local conditions of employment at headquarters and non-headquarters duty stations;

2. Urges the representatives of staff to participate fully in the working groups of the Commission in its review of the salary survey methodologies;

3. Requests the Commission, as part of its review of the methodology for salary setting for staff in the General Service and other locally recruited categories, inter alia:

(a) To resolve, to the extent possible, inconsistencies between that methodology and the one which is applied pursuant to the Noblemaire principle, inter alia, by examining the question of overlap in remuneration between the two categories;

(b) To study the feasibility of increasing the weight of public-sector employers in the salary surveys at headquarters duty stations;

(c) To submit a report based on the review of the methodology to the General Assembly at its fifty-second session;

4. Also requests the Commission to defer a final decision on the General Service salary setting methodology pending the review of the application of the Flemming principle by the General Assembly at its fifty-second session and to adjust its programme of headquarters salary surveys as appropriate;

5. Decides that the requests contained in paragraphs 6, 7 and 8 of section I.C above shall also apply in respect of staff in the General Service and other locally recruited categories of staff;

III

COMMON STAFF ASSESSMENT SCALE

Recalling that, in section I, paragraph 4, of its resolution 48/225 of 23 December 1993, it approved the procedure in paragraph 44 of the nineteenth annual report of the Commission[8] for determining the common staff assessment scale, with two separate sets of rates (single and dependent), and recalling also that in paragraph 5 it requested the Commission, in close cooperation with the United Nations Joint Staff Pension Board, as part of the comprehensive

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[8] Ibid., Forty-eighth Session, Supplement No. 30 (A/48/30 and Corr.1).

review, inter alia, of the methodology for determining the scale of pensionable remuneration of staff in the Professional and higher categories scheduled for 1996, to develop a common staff assessment scale for the determination of the pensionable remuneration of all categories of staff using the above-mentioned procedure and reflecting the latest available tax rates,

Noting with satisfaction that the close cooperation between the Commission and the Board has resulted in agreement between the two bodies, inter alia, on the methodology and its application for the common staff assessment scale for all categories of staff, as reflected in their respective reports,

Noting that the Commission, in accordance with article 10 (d) of its statute, has developed the common staff assessment scale for pensionable remuneration purposes contained in annex IV to the report of the Commission,[2] taking into account the views of the United Nations Joint Staff Pension Board set out in paragraphs 152 to 159 of its report,[9] and the considerations set out in paragraphs 83 to 89 of the report of the Commission,[2]

1. Approves, with effect from 1 January 1997, the revised staff assessment scale recommended by the Commission in annex IV to its report for determining the pensionable remuneration of all categories of staff, subject to the procedure set out in paragraph 107 of its report in the case of General Service and related categories, as well as for use in conjunction with gross salaries of the General Service and related categories of staff, and the consequential amendments to the Staff Regulations as shown in annex II to the present resolution;

2. Requests the Commission to report on the impact of the differences in national and local tax rates at the seven headquarters duty stations on the gross pension benefits of locally recruited staff in the General Service and related categories at those duty stations in comparison with the compensation for such taxes provided by the common staff assessment rates;

IV

EDUCATION GRANT

Recalling section IV, paragraph 1, of its resolution 47/216, in which it endorsed the revised methodology for the determination of the education grant,

1. Approves increases in the maximum reimbursement levels in seven currency areas, as well as other adjustments to the management of the reimbursement of expenses under the education grant, as recommended by the Commission in paragraph 230 (a) to (f) of its report;[2]

2. Takes note of the Commission's intention to undertake in 1997 an in-depth review of the methodology for determining the education grant;

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[9] Ibid., Fifty-first Session, Supplement No. 9 (A/51/9).

3. Decides, pending the completion of the above review, to delegate to the Chairman of the International Civil Service Commission the authority requested in paragraph 230 (e) of the report of the Commission;

V

APPOINTMENTS OF LIMITED DURATION

Takes note of chapter VI.B of the report of the Commission,[2] and requests the Commission to continue its review of the subject of appointments of limited duration without delay;

VI

MOBILITY AND HARDSHIP

Recalling section I.E of its resolution 44/198, by which it introduced a mobility and hardship allowance with effect from 1 July 1990 and requested the Commission to report to the General Assembly at its forty-seventh session on the operation of the allowance and the assignment grant,

Recalling also section V of its resolution 47/216, by which it took note of the intention of the Commission to review the operation of the mobility and hardship scheme after more experience had been gained in its operation and requested the Commission to report thereon to the General Assembly at its fifty first session,

Recalling further section VI, paragraph 2, of its resolution 49/223, by which it requested the Commission to reconsider its decision to link hazard pay to the base/floor salary scale for internationally recruited staff and its decision on the level of hazard pay and to propose alternative approaches to hazard pay and to report thereon to the General Assembly at its fifty-first session,

1. Takes note of the conclusions of the Commission in respect of the operation of the mobility and hardship scheme as contained in chapter VII of its report;[2]

2. Approves the Commission's recommendations regarding the mobility and hardship scheme as contained in paragraph 304 (d) to (g) of its report;

3. Endorses the Commission's decision to delink hazard pay for Professional and higher level staff from the base/floor salary scale and to review the level of hazard pay every two years;

4. Requests the Commission to further review the linkage between the base/floor salary scale and the mobility and hardship allowance, taking into account the views expressed by Member States in the Fifth Committee of the General Assembly;

VII

STAFF PARTICIPATION IN THE WORK OF THE COMMISSION

Recalling section I.B of its resolution 47/216, section I of its resolution 48/224 and section II of its resolution 49/223,

1. Notes with appreciation the recent developments regarding the resumption of the dialogue between the Commission and the staff associations as expressed in relevant statements in the Fifth Committee;

2. Reiterates its request in section IV, paragraph 4, of its resolution 50/208, wherein it called upon the Coordinating Committee for International Staff Unions and Associations of the United Nations System and the Federation of International Civil Servants' Associations to resume participation in the work of the Commission in a spirit of cooperation and non-confrontation;

VIII

FUNCTIONING OF THE COMMISSION

Recognizing that an audit of the work of the Commission has not been undertaken since its establishment,

Calls upon the Board of Auditors, without prejudging its programme of work, to conduct a management review of all aspects of the work done by the secretariat of the Commission in time for the submission of a report thereon to the General Assembly during its fifty-second session;

IX

STATE OF THE COMMON SYSTEM

Recalling its resolution 46/191 A of 20 December 1991,

Requests the Commission to take the lead in analysing new approaches in the human resources management field so as to develop standards, methods and arrangements that will respond to the specific needs, especially regarding future staffing, of the organizations of the common system, including, inter alia, consideration of flexible contractual arrangements, performance-based pay and the introduction of special occupational pay rates, and to report to the General Assembly thereon at its fifty-third session.

Annex I

SALARY SCALE FOR THE PROFESSIONAL AND HIGHER CATEGORIES*

ANNUAL GROSS SALARIES AND NET EQUIVALENTS AFTER APPLICATION OF STAFF ASSESSMENT

(In United States dollars)

Effective 1 January 1997

Level	STEPS														
	I	II	III	IV	V	VI	VII	VII	IX	X	XI	XII	XIII	XIV	XV
USG															
Gross	142 546														
Net (D)	99 059														
(S)	89 069														
ASG															
Gross	129 524														
Net (D)	90 855														
(S)	82 245														
D 2															
Gross	106 053	108 373	110 704	113 056	115 409	117 763									
Net (D)	76 033	77 516	78 998	80 480	81 963	83 446									
(S)	69 824	71 112	72 384	73 616	74 849	76 083									
D 1															
Gross	93 810	95 797	97 784	99 767	101 754	103 741	105 728	107 715	109 700						
Net (D)	68 210	69 479	70 749	72 016	73 286	74 556	75 825	77 095	78 364						
(S)	63 030	64 132	65 235	66 336	67 439	68 541	69 644	70 747	71 849						
P 5															
Gross	82 758	84 534	86 310	88 085	89 861	91 655	93 453	95 251	97 047	98 845	100 643	102 439	104 237		
Net (D)	61 090	62 239	63 387	64 536	65 685	66 833	67 982	69 131	70 278	71 427	72 576	73 724	74 873		
(S)	56 664	57 707	58 749	59 791	60 833	61 834	62 83.	63 829	64 826	65 824	66 822	67 819	68 817		
P 4															
Gross	68 181	69 891	71 597	73 303	75 013	76 743	78 474	80 206	81 938	83 667	85 397	87 132	88 862	90 601	92 355
Net (D)	51 597	52 718	53 838	54 957	56 078	57 198	58 318	59 438	60 559	61 678	62 797	63 920	65 039	66 159	67 280
(S)	48 019	49 044	50 068	51 092	52 118	53 133	54 149	55 166	56 182	57 198	58 213	59 232	60 247	61 249	62 222
P 3															
Gross	55 700	57 282	58 866	60 446	62 030	63 612	65 196	66 802	68 405	70 011	71 614	73 218	74 822	76 445	78 073
Net (D)	43 326	44 378	45 431	46 482	47 535	48 587	49 639	50 692	51 744	52 797	53 849	54 901	55 953	57 005	58 058
(S)	40 419	41 387	42 356	43 323	44 292	45 260	46 228	47 191	48 153	49 116	50 079	51 041	52 003	52 958	53 914
P 2															
Gross	44 830	46 208	47 586	48 967	50 345	51 726	53 106	54 485	55 889	57 303	58 717	60 134			
Net (D)	35 921	36 864	37 804	38 745	39 686	40 627	41 568	42 509	43 451	44 391	45 332	46 274			
(S)	33 701	34 556	35 408	36 261	37 113	37 966	38 820	39 672	40 534	41 399	42 265	43 132			
P 1															
Gross	34 152	35 417	36 710	38 004	39 297	40 590	41 887	43 180	44 473	45 786					
Net (D)	28 435	29 341	30 245	31 150	32 054	32 958	33 864	34 768	35 671	36 576					
(S)	26 825	27 658	28 488	29 319	30 149	30 979	31 811	32 ..1	33 471	34 296					

D : Rate applicable to staff members with a dependent spouse or child.

S : Rate applicable to staff members with no dependent spouse or child.

* This scale will be implemented effective 1 January 1997 in conjunction with a consolidation of 5.26 per cent of post adjustment. There will be consequential adjustments in the post adjustment indices and multipliers at all duty stations, effective 1 January 1997. Thereafter, changes in post adjustment classifications will be effected on the basis of the movements of the newly consolidated post adjustment indices.

Annex II

Amendments to the Staff Regulations of the United Nations

Regulation 3.3

Replace the tables in paragraph (b) (i) by the following:

Total assessable payments (United States dollars)	Staff assessment rates for purposes of pensionable remuneration and pensions (percentage)
Up to 20 000 per year	11
20 001 to 40 000 per year	18
40 001 to 60 000 per year	25
60 001 and above per year	30

Total assessable payments (United States dollars)	Staff assessment rates used in conjunction with gross base salaries (percentage)	
	Staff member with a dependent spouse or a dependent child	Staff member with neither a dependent spouse nor a dependent child
First 15 000 per year	9.0	11.8
Next 5 000 per year	18.1	24.6
Next 5 000 per year	21.5	27.1
Next 5 000 per year	24.9	31.7
Next 5 000 per year	27.5	33.4
Next 10 000 per year	30.1	35.8
Next 10 000 per year	31.8	38.2
Next 10 000 per year	33.5	38.8
Next 10 000 per year	34.4	40.0
Next 15 000 per year	35.3	41.3
Next 20 000 per year	36.1	44.5
Remaining assessable payments	37.0	47.6

Annex III

Amendments to the Staff Regulations of the United Nations

Regulation 3.3

Replace the table in paragraph (b) (ii) by the following table:

Total assessable payments (United States dollars)	Assessment (percentage)
Up to 20 000 per year	19
20 001 to 40 000 per year	23
40 001 to 60 000 per year	26
60 001 and above per year	31